

# 2023

# Annual Report



**VOLLEYBALLBC**

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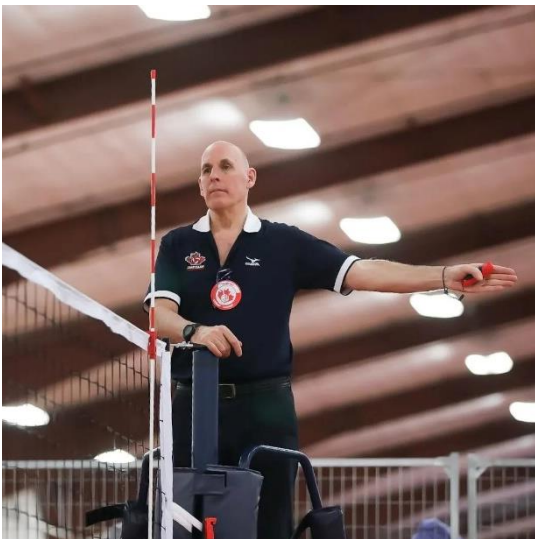
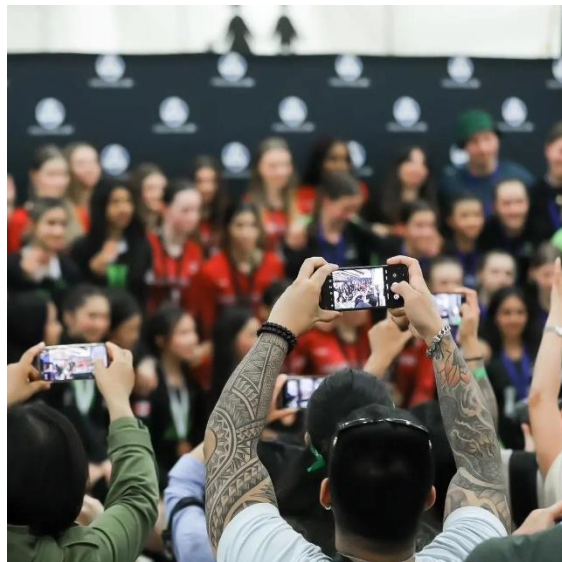
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## MESSAGE FROM THE CEO

*We acknowledge and provide thanks that we are able to play volleyball on the unceded territories of the First Nations people of BC and that, specifically for the Volleyball BC head office, we work on the traditional and ancestral lands of the Coastal Salish, Tsleil-Waututh, Sto:lo, and Squamish Nation people.*



2023 was a year of growth and development for Volleyball BC. We started the year with the most ambitious capital project we have ever undertaken – the replacement of the roof at the Harry Jerome Sport Centre. This created both operational and financial challenges as we sought to relocate programs and events during the construction period. With the support of our partners and community, we were able to navigate this and reopen the Centre in April for the next phase of its life.

The theme of growth and development continued into club season as we saw double digit growth in participation in the club system, pushing us well past pre-pandemic numbers. With 492 teams, our Indoor Provincial Championships were the biggest ever. Volleyball is experiencing a surge in popularity which is exciting to witness but challenging to accommodate. Sourcing facilities, resources, and people to meet this growing demand is not easy. We made changes to the club system so that we did not have to turn any team away, however, we acknowledge that there are still operational challenges that we need to address if we wish to continue to meet this demand. This is a top priority for us to address in the development of our new Strategic Plan that will run from 2025 onward. We are committed to consulting the volleyball community and reporting back with solutions that will set us up for a better experience and to accommodate the future needs of the sport. In the meantime, we have been heavily leaning on our clubs and community partners to help us respond and we would like to take this opportunity to thank our members for their support, patience, and cooperation over the past seasons.

2023 was also a year in which Volleyball BC moved forward key areas of our Strategic Plan. Safety in sport and being more inclusive and diverse were - and continue to be – hot topics for good reason. A big focus for us in 2023 was mental health and well-being with the development of a new toolkit for volleyball organisations. We launched a new High Performance Plan to articulate our role, vision, and definition of success in high performance programming. We established a Diversity, Equity, and Inclusion Committee to provide leadership and input into our strategy to provide welcoming and accessible volleyball experiences. We also underwent a significant organisational review as part of the requirements of our provincial sport agency and we are proud to share with our members that we achieved the highest category of accreditation and recognition among provincial sport organisations.

We are looking ahead with a positive and confident outlook. Volleyball continues to be a popular sport of choice and we continue to work hard to build and support our volleyball community. Thank you to our committed Board, staff, partners, and members – we cannot wait to see what 2024 brings!

A handwritten signature in black ink, appearing to read 'Emma Gibbons', written in a cursive style.

Emma Gibbons  
Chief Executive Officer

# MEMBERSHIP

We experienced an overall increase of 16% growth in participation in club volleyball across player, coach, and referee categories. This took our numbers well above pre-pandemic numbers with the exception of referees which are still in a period of regrowth since the two-year hiatus in games.

	Youth Players	Adult Players	Coaches	Officials	Total Membership
<b>2021</b>	2600	3902	656	0	7158
<b>2022</b>	5086	3125	870	131	9212
<b>2023</b>	5745	3940	1262	250	11,197

## COACH MEMBERSHIP

Regions	2023
Kootenay	8
Thompson-Okanagan	240
Fraser Valley	410
Vancouver-Squamish-Sunshine Coast	404
Vancouver Island-Central Coast	148
Cariboo-Northeast	52



## REFEREE MEMBERSHIP



Level of Certification	2023
Level 1	70
Level 2	62
Level 3	27
Level 4	19
Level 5	1

*\*\* Numbers exclude junior referees*

# ADULT RECREATIONAL PROGRAMS

We were well and truly back to pre-pandemic demand levels for our adult recreational programs with waitlists across most of our programs. The closure of the Harry Jerome Sport Centre for the roof replacement project created a programming gap in winter 2023 but we worked hard to build up additional opportunities to play elsewhere. Our outdoor leagues and clinics took place across Vancouver, Coquitlam, and Burnaby.

## INDOOR PROGRAMS

Program	Participants	Locations
Winter HJSC leagues	0 teams	HJSC
Winter Richmond League	14 teams	AR MacNeill
Winter Vancouver Leagues	35 teams	John Oliver, Killarney, Gladstone
Spring HJSC Leagues	76 teams	HJSC
Spring Richmond League	14 teams	AR MacNeill
Spring Vancouver League	28 teams	Killarney, Gladstone
Summer HJSC Leagues	36 teams	HJSC
Fall HJSC leagues	118 teams	HJSC
Fall Richmond League	12 teams	AR MacNeill
Fall Vancouver League	20 teams	Killarney, Gladstone
HJSC Adult Skills Clinic Beginner/Intermediate (Winter, Spring, Fall)	55 participants	HJSC
Adult Skills Clinics Partnerships Beginner/Intermediate (Winter, Spring, Summer, Fall)	299 participants	Richmond Olympic Oval, Jericho, West Point Grey, Coal Harbour

*\*Due to the dome roof replacement project, there were no internal leagues during the 2023 winter season*



# OUTDOOR PROGRAMS

Program	Participants	Locations
Grass leagues	60 teams	Central Park & David Lam Park
Beach leagues	577 teams	Spanish Banks & Coquitlam Town Centre
King or Queen of the Beach League	257 participants	Spanish Banks & Kits Beach
Beach Skills Clinic	105 participants	Spanish Banks
Beach Skills Clinic	27 participants	Coquitlam Town Centre Beach Courts



# YOUTH BEACH VOLLEYBALL

We had a full season of youth beach volleyball in 2023 with 17 tournaments across the province, culminating in 2023 Beach Provincials in July at Spanish Banks in Vancouver. We also hosted Beach Nationals in partnership with Volleyball Canada at the end of August.

Event	Teams	Athletes
Lower Mainland High School Beach Open	81	162
Lower Mainland Sand Series 1 & 2	360	720
Island High School Beach Open	56	112
Island Sand Series #1	22	44
Island Sand Series #2	24	48
Island Sand Series #3	18	36
Island Sand Series #4	22	44
North High School Beach Open	18	36
Okanagan High School Beach Open	19	38
Okanagan Sand Series #1	44	88
Okanagan Sand Series #2	56	102
Okanagan Sand Series #3	35	70
Okanagan Sand Series #4	50	100
Kootenays High School Open	14	28
Kootenays Sand Series	25	50
Beach Provincials	207	414





# THE BEACH TOUR AND VAN OPEN

Presented by Natura Solutions, the 2023 Beach Tour saw 22 events with 1538 participants in Vancouver, Penticton, Parksville, and Kamloops. The Kamloops Open was expanded to a two-day event and is now an established fixture on the tour.

The Van Open was the largest ever with over 150 teams participating in this flagship beach volleyball event. A high point in our calendar, the Van Open is a celebration of community, beach culture, and the highest level of beach volleyball action. We are grateful for the support of our sponsors and partners that allowed us to showcase our sport and deliver an exceptional event. These included our Presenting Sponsor, Natura Solutions, Province of British Columbia, Sport Hosting Vancouver, Stanley Park Brewing Company, Canuckstuff, Modu-Loc, Centrenium, Amber Pacific, Skyball, MVMT Lab, Victory Creative Group, Jarritos, and Edna's Non-Alcoholic Beverages.





Event	Number of teams	Winners
Kits Classic	2 Star – 32 Women & 29 Men 1 Star – 8 Women & 14 Men	Women – Chow/Vermette Men – Stockton/Orman
Penticton Open	2 Star – 24 Women & 24 Men	Women – Vermette/Pantovic Men – Mend/Krause
Jim Clive Cup	2 Star – 31 Women & 32 Men 1 Star – 22 Men & 7 Women	Women- McKay/Wuttunee Men – Mend/Krause
Parksville Open	2 Star – 32 Women & 31 Men 1-Star - 10 Men	Women – Chow/Chow Men – Stockton/Casey
Kamloops Open	2 Star – 24 Women & 18 Men	Women – Nelson/Mcpherson Men – Bednar/Byrne
Van Open	3 Star – 71 Women & 85 Men	Women – Bansley/Bukovec Men- Schachter/Dearing
Beach Provincials	2 Star – 27 Women & 24 Men	Women – Birker/Dunn Men – Stockton/Burlacu



## GROWING THE GAME STRATEGY FOR DIVERSITY, EQUITY, AND INCLUSION

One of the goals in our Strategic Plan is to expand our reach, putting programs and resources in place to create inclusive and welcoming opportunities for everyone to access volleyball. In early 2023, VBC introduced to our membership a [Strategy for Diversity, Equity, and Inclusion](#) that articulates our actions to promote inclusion and diversity in our governance and programs.

To support us in our work in this area, we established a new DEI Committee with broad representation from across the community. We also adopted a new [Commitment Statement for Diversity, Equity, Inclusion and Accessibility](#) to articulate our intention to moving forward in this area. We look forward to sharing our progress with members over the forthcoming years.



**MOTHER & DAUGHTER VOLLEYBALL**  
 FREE SUMMER VOLLEYBALL CAMP  
 THURSDAYS  
 FROM 5:00 - 6:30PM  
 JUNE 15TH UNTIL JULY 20TH



NO EXPERIENCE NEEDED!



CONTACT SOICS TO REGISTER:  
 ADMIN@SOICS.CA OR 250-492-6299



## INDIGENEOUS VOLLEYBALL

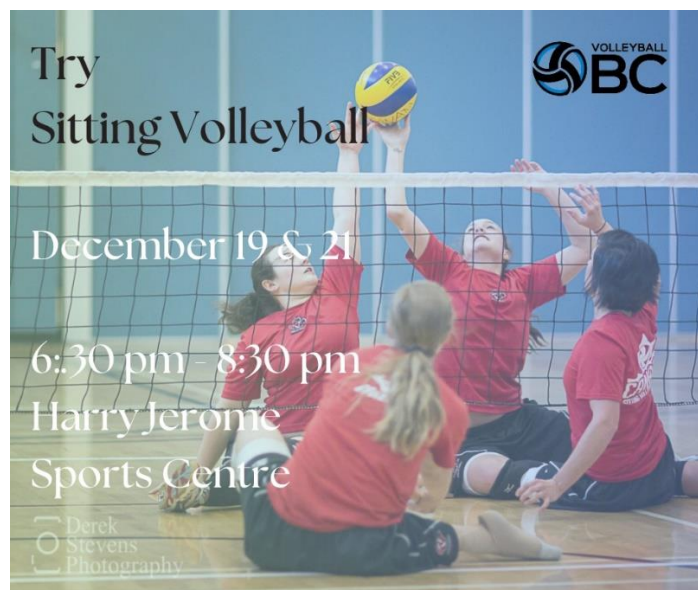
Volleyball BC serves on the Indigenous Sport, Physical Activity & Recreation Council's (ISPARC) Provincial Volleyball Committee to help promote, develop and coach volleyball within the province's communities. The CEO and Technical Director were appointed to ISPARC's Volleyball Committee which oversees the selection and development of the provincial indigenous athletes. In 2023, the Committee supported the organisation of tryouts and selection of coaches to represent British Columbia at the North American Indigenous Games in Nova Scotia from July 15-23.

In addition, our Regional Managers attend ISPARC regional meetings and support the organisation of volleyball programs and activities where possible. As part of our new Strategy for Diversity, Equity, and Inclusion, we will be seeking to strengthen our relationship with ISPARC and develop a more intentional and strategic partnership to support indigenous participation in volleyball.

## SITTING VOLLEYBALL

Sitting Volleyball is a widely known form of ParaVolley thanks to its inclusion in the Paralympic Games in 1980. The Men's and Women's national sitting volleyball teams are based in Edmonton but we are fortunate enough to have several BC-based members of the women's team training out of our Harry Jerome Sports Centre.

In 2023, Volleyball BC established connections with Invictus Games 2025, the organisation charged with organising the Invictus Games which will be hosted in Vancouver and Whistler in February 2025. Sitting volleyball is one of the sports that will be part of the Games so this presents a unique opportunity to celebrate and develop this format. Through 2023 we continued to deliver "try it" opportunities at a community level wherever possible. We also organised a coaching clinic with the Head Coach of the Women's Sitting Volleyball Team which took place in March 2024. These initiatives aim to build capacity and raise the profile of this accessible format.



## NEWCOMER PROGRAMMING

Volleyball BC successfully completed 3 newcomer programs and 2 try-it sessions in Vancouver, Richmond and Penticton in 2023. Two of these programs were continued partnerships taking into consideration feedback from participants, coaches and partners from the first pilot program, and 3 were new partnerships.

1. **Partnership with South Vancouver Neighborhood House (SVNH)** - We were very happy to continue our partnership with SVNH for a third. SVNH received the Spotlight Grant (\$25K) from Canadian Women & Sport which allowed us to continue with the “South Van Flare Beach Volleyball” program in Summer 2023. The program ran for 8 weeks with Volleyball BC providing coaches, equipment, and facilities.
2. **Partnership with South Okanagan Immigrant & Community Services (SOICS)** - We offered a mother and daughter 6-week newcomer volleyball program in June-July 2023.
3. **Partnership with Surrey Welcome Centre (SWC)** - This was a new partnership that we ran with Surrey Welcome Centre and Frank Hurt Secondary school to support Newcomer Afghan girls. The program ran for 6-weeks and was a true collaboration with all partners contributing funding and resources to enable these girls to engage in physical activity outside of the home. On the final week of the program, it was World Refugee Day and VBC was part of a celebration to present certificates and hear the stories of those involved.
4. **Try It Sessions** – We ran a volleyball “Try-It” Session during Inter-Cultural Association of Greater Vancouver’s Newcomer Family Night in Victoria and in partnership with Archway Community Services in Abbotsford.

Partner Organisations	Dates	Location	Number of Participants	Demographic Profile of Participants
ICA – Victoria (Information/Try it Session)	December	Victoria	30+	Various
Archway Community Services	April	Vancouver	unknown	Turkish, Persian, Spanish, Gujarati, Farsi, Serbian
Surrey Welcome Centre	May-June	Surrey	30-45	Afghan
SOICS	June-July	Penticton	29	Ukrainian, Japanese, Canadian, Syrian, Eritrean, Filipino, Nicaraguan, Jordanian, Egyptian
SVNH – Beach Program	July-August	Vancouver	51	Syria, Afghanistan, Pakistan, India, Nepal, Mexico, Brazil, Venezuela, Columbia, Peru, Hong Kong, China, Philippines

# TEAM BC

Each year, Volleyball BC runs a variety of high-performance programs for the best players in the province. The purpose of the Team BC High Performance Programs is to identify, select and train a group of young athletes (14U-20U) who have the potential to play in post-secondary and/or for the national programs. The programs are designed to build a broader and stronger pipeline of talented athletes and coaches for future Canadian Olympic Teams.

## HIGH PERFORMANCE PLAN

One of the goals in our Strategic Plan was to create a strategy for sustainable high performance programming to prepare BC athletes, coaches, and referees to perform at a national and international level.

In 2023 we launched our High Performance Plan as a result of extensive research and consultation with the community. The [High Performance Plan](#) articulates our role, contribution, and definition of success for high performance programming. The Plan was adopted by the Board in March and shared with members with a webinar held for players, parents, and members in May. Implementation of the plan will take place over the next 3-4 years.

Our work on this front was acknowledged by the provincial sport agency, viaSport BC, who selected us to receive additional Enhanced Excellence funding toward high performance activities in 2023-2024.



## TEAM BC IGNITE 12-14U PROGRAM

The Team BC Ignite Program is a multi-day camp ranging from 3-5 days. The program is a fun, high energy experience through small sided game play where athletes can develop skills, confidence and IGNITE a life long journey and passion for volleyball. It is open to all athletes; no try outs or identification is required for participation.

Region	Participants
Lower Mainland	20
Kootenays	19
<b>TOTAL</b>	<b>39</b>



## TEAM BC 15U PROGRAM – BC SUMMER GAMES

The Team BC Zone Program is the first Team BC experience where athletes are selected to participate in a program. Athletes build off the IGNITE experience and continue to GROW their skills for continued growth and prepare for future participation with Team BC High Performance Programs. In 2023, athletes who participated with the Team BC Zone program represented their home zone in the BC Cup competition held in Kamloops in July.

Region	Participants	Winners
Region 1	9 boys & 14 girls	<b>BOYS</b> GOLD - Fraser Valley SILVER - Thompson Okanagan BRONZE - Vancouver Coastal
Region 2	14 boys & 13 girls	
Region 3	13 boys and 10 girls	
Region 4	14 boys & 14 girls	<b>GIRLS</b> GOLD – Cariboo North East SILVER – Fraser River BRONZE – Fraser Valley
Region 5	13 boys and 14 girls	
Region 6	13 boys & 14 girls	
Region 8	14 boys & 14 girls	

## TEAM BC RED & BLUE PROGRAM – 16-17U

The Team BC Red & Blue program’s goal is an athlete’s first opportunity to be identified to train, grow, and compete in a High-Performance Environment. Athletes identified have future potential to develop and compete to represent BC at national and post-secondary levels.

The 2023 Team BC Red & Blue program identified BC’s top athletes to train in a camp-based program for 12 days in Kamloops led by a full coaching staff and integrated support team. The teams competed at the Canada Cup in July 2023.

**Coaches for Female Team:** Brent Hall, Sue Soolsma, Kat Sahota

**Coaches for Male Team:** Matt Ekholm, Derek Meeuwisse, Emma Meeuwisse

**Results:** Team BC Red – 7th and Team BC Blue - 3rd

## TEAM BC SELECT PROGRAM – 18U

The Team BC Select is the pinnacle program for athletes in the Team BC Development Pathway. Athletes are identified that have future potential to excel and compete for Canada at international levels in the future. The 2023 Team BC Select program identified BC’s top athletes to train in a camp-based program for 20 days in Kamloops led by a full coaching staff and integrated support team. The teams competed at the Canada Cup in July 2023.

**Coaches for Female Team:** Jeff Ross, Mark LaFleur, Florence Chan

**Coaches for Male Team:** Craig Marshal, Nadine Plett, Isaac Bevis

**Results:** Team BC Women – 5th and Team BC Men – 5th



## BC ATHLETES ON THE NATIONAL & INTERNATIONAL STAGE

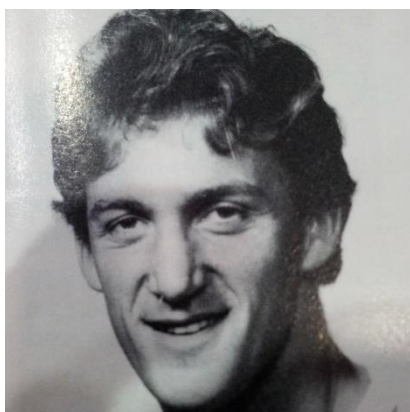
<b>Senior Team Athletes – Men’s Indoor</b> Jesse Elser, Matthew Neaves, Eric Loeppky, Lucas van Berkel, Jordan Schnitzer, Ryan Sclater, Brodie Hofer, Derek Epp, Jackson Howe, Mathias Elser	<b>Senior Team Athletes – Women’s Indoor</b> Kiera Van Ryk, Brie King , Emily Maglio, Hilary Howe, Caroline Livingston, Sydney Grills, Avery Heppell
<b>Junior Team Athletes – Men’s Indoor</b> Aaron Elser, Reeve Gingera, Logan Greves, Mason Greves, John Obi, Cory Schoenherr	<b>Junior Team Athletes – Women’s Indoor</b> Taylor DeBoer
<b>NextGen Men’s National Team - Indoor</b> Jesse Elser, Matthew Neaves, Jordan Schnitzer, Fynn McCarthy, Byron Keturakis, Jackson Howe	<b>NextGen Women’s National Team - Indoor</b> Avery Heppell, Gabrielle Attieh, Sydney Grills, Kacey Jost, Thana Fayad, Lucy Borowski,
<b>Men’s National Excellence Program</b> Alex Emery, Isaac Navaro	<b>Women’s National Excellence Program</b> Isabel Kuna
<b>NextGen Men’s National Team – Beach</b> Alex Russell	<b>NextGen Women’s National Team – Beach</b> Darby Dunn
<b>Senior Team Athletes – Men’s Sitting</b> Jason Beaman	<b>Senior Team Athletes – Women’s Sitting</b> Danielle Ellis, Felica Voss-Shafiq, Jayme Lepp, Jennifer McCreesh



## HALL OF FAME

Following the success of previous years, we delivered the 2023 Hall of Fame Awards in a virtual format. Our annual ceremony was held in February/March when a new inductee was honoured separately in a virtual program, podcast, and online ceremony. Over 150 individuals from across the country and the world attended the online ceremonies and joined in our celebrations of the individuals who have had a significant impact on our sport in British Columbia.

### RANDY WAGNER ATHLETE CATEGORY



Randy's storied volleyball career started in his hometown of Prince George. There he would help lead high school team to a Provincial Championship in 1976 and was named a First Team All-Star. The following year, his club team were crowned BC Juvenile Provincial and National Champions. Randy was selected to the Junior National team that same year. After a prolific high school career, Randy made it onto a very talented BCO Men's club team that won the Provincial and National Championships in 1978. His post-secondary career was just as impressive, winning BC and 4-West Championships with College of New Caledonia and Langara College and a silver and bronze medal at Nationals.

Randy represented the Canadians Men's National team from 1980 to 1986, including achieving 4<sup>th</sup> place at the 1984 Olympic Games. Randy competed for the Molten Men's Club team in the USA, where he was first-team All-American and US national champion with San Diego State. Following that, he spent five years playing semi-pro volleyball in Europe with stints in France, Italy and Belgium.

Randy would move into coaching shortly after his playing career, coaching overseas in Belgium before coming home in 1994 to assume the head coaching post with the College of New Caledonia Kodiaks. He would go on to create the Prince George Volleyball Club.

The 77/78 UBC Women's team played in one of the most competitive eras of women's volleyball and were the first women's team to win the CIAU and National Senior Championship. The team was put together in 1975, led by coach, Diane Murray, assistant coach, George Neufeld and manager, Amanjit Dhillon.

Leading up to their historic 1978 season, the team was the defending CIAU champions. UBC went undefeated throughout their university season and capped it off with another CIAU championship. The team continued their success by winning the BC Volleyball Association Senior AA Championship. This all led to the National Championships in 1978, capturing gold at the Canadian Volleyball Association Senior Championship. They became the first university women's team to win a senior championship.

### 77-78 UBC WOMEN'S TEAM TEAM CATEGORY



**CLAIRE LLOYD**  
**BUILDER CATEGORY**



Claire grew up in Manitoba where she had an unbelievable post-secondary career winning CISU with the University of Manitoba Bisons, winning gold at the Canada Games in 1971 and being named University of Manitoba Athlete of the Year in 1972-73. It was shortly after Claire moved to Vancouver to train with the national team. She was a valuable member of Canada’s National and Olympic Women’s Team when the team competed in numerous North/Central/South American, World Cup and World Championships, the 1975 Pan-American Games, numerous South Asian and Eastern Europe competitions, culminating in the 1976 Olympics in Montreal.

Following her National Team retirement in 1976, Claire and some of her National Team members competed on the senior women’s club team, winning several national championships. Claire also secured a job at Eric Hamber Secondary School in Vancouver where she would coach boys and girls volleyball for over 30 years until her retirement. In total, she coached over 50 different high school teams, coaching them from grade 8 to grade 12, leading many of them to the High School Provincials Championships.

It was well known the club system in Vancouver was not as strong as other parts of the province so Claire, along with the help of names like Doug Reimer, Boriz Tyzuk, Dave Chevreau, George and Susie Neufeld, and Mike Rockwell and others started up Thunder Volleyball Club in 2000. Claire’s been the President of the club for over 20 years and helped make Thunder one of the most successful volleyball clubs in the province. The club has won multiple Provincial and National Club Championships and produced many great athletes that have gone on to represent Canada and play internationally.



## RAY LEPP SCHOLARSHIP AWARD

Volleyball BC has been given the honour of presenting the Ray Lepp Scholarship to two student athletes annually who have the potential to join the National team.

Congratulations to our 2023 recipients of the annual Ray Lepp Scholarship, Akash Grewal and Sebastien Manuel. The \$2,000 scholarships are awarded each year to a post-secondary male and female athlete who meet the scholarship criteria and show promise of competing for Canada at the national team level.

Selected from a group of very strong applicants, these athletes have shown a tremendous amount of dedication and commitment to the sport of volleyball and have received numerous accolades for their accomplishments.

### AKASH GREWAL



Since 2015, Akash has played club volleyball for Thunder Volleyball club in Vancouver, BC. Along with her club experience, she was an active member of Sideout Beach Volleyball. With this training and support, Akash won the 15U, 16U and 18U Beach Provincial Championships.

Akash went on to represent British Columbia at the 2019 Canada Cup for Team BC Selects where she helped earn a bronze medal.

Akash is continuing her volleyball career as a member of the 2023 USPORT Championship UBC Thunderbirds team and represents Canada as a member of the Next Gen Beach program

Sebastien (Seba) played club volleyball for many years and was pivotal in the Jr. Heat's Bronze Medal at the 2022 18U Boys Provincial Championship, as well as their Silver Medal at the 2022 18U Boys National Championship.

Seba has been an active participant of Team BC programs, participating in the Team BC Red & Blue team. He then went on to represent British Columbia at the Canada Cup and Canada Summer Games in 2022.

Since then, Seba has gone on to play for the UBCO Heat Men's Volleyball team where he was selected to both the Canada West and USPORTS All-Rookie team.

### SEBASTIEN MANUEL



# STRATEGIC PLAN 2021-2024

In February 2021, we launched our new Strategic Plan 2021-2024. With the vision of “igniting passion for volleyball”, our strategic plan outlines ambitious goals around safety, player pathways, diversity and inclusion, and membership engagement. The Plan was the result of extensive consultation with players, coaches, referees, and clubs about volleyball in BC. Below are our accomplishments in 2023:

## GOAL 1 – TO FOSTER A SAFE ENVIRONMENT

- [Safe Sport Handbook](#) launched in January for players, coaches and referees.
- [Mental Health Toolkit](#) launched in October. The toolkit was developed on the basis of community consultation and is based on 6 pillars with activities, resources, and tools to promote mental health and well-being within volleyball organisations.
- Webinar hosted with Dr. Shaunna Taylor in April to provide support on Performance Anxiety before Provincial Championships.
- New partnership developed with Kids Physio Group to support the development of key policies in concussion and physical injury.
- Tracked incidences of physical injuries at Provincial and National Championships to better understand risks.
- All VBC staff and Board completed Commit 2 Kids training and the CAC Safe Sport module. Safety screening and education tracked in HR system for VBC contractors and staff.
- Promotion and use of the Abuse Free Sport Program as an independent third party to handle all complaints and issues relating to abuse and maltreatment.



## GOAL 2 – TO STRENGTHEN PATHWAYS



- Delivered 12 Development Coach workshops for 174 participants (44% Female, 56% male) and 5 Advanced Development Coach workshops for 43 participants (24% Female, 76% Male). Partnership established with Gold Medal Squared in February to provide resources and webinars for club coaches.
- Successfully delivered 11 Level 1 clinics for 310 candidates across BC resulting in certification of 65 new referees. We also delivered 3 Level 2 clinics for 26 people with 10 new referees certified, and completed the 2 year Level 3 program with 8 new referees.
- 14 dedicated coach newsletters distributed to over 1000 registered coaches. Infographic developed for the coach education pathway to

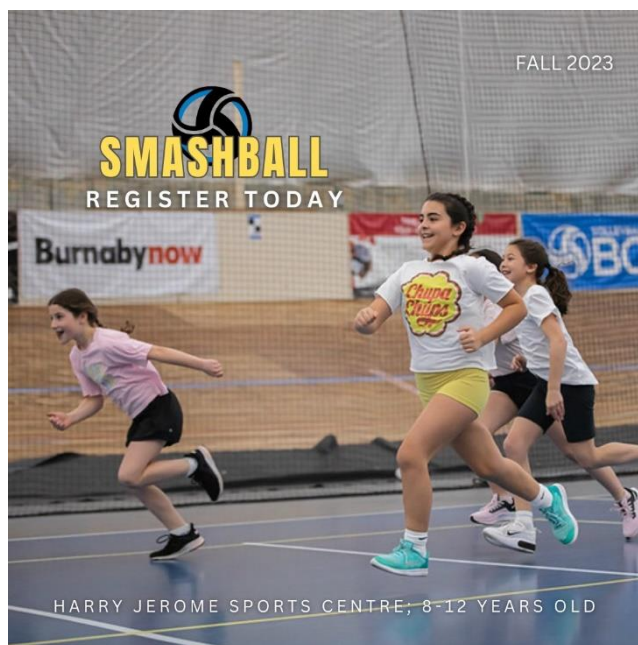


improve clarity and understanding of the requirements for club coaches.

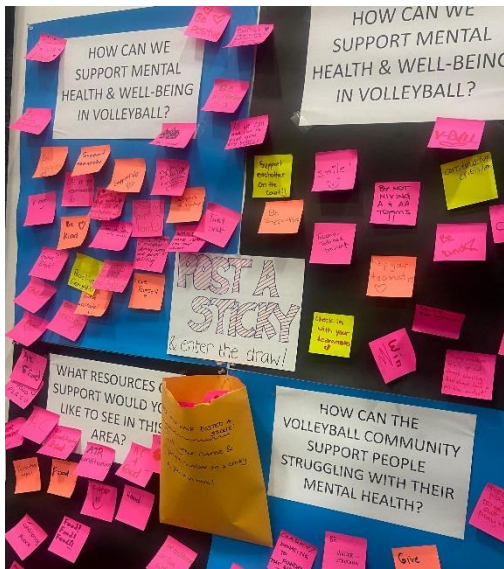
- Secured provincial Rally Together funding to deliver referee development activities in partnership with Rugby BC, Basketball BC, and Ringette BC. Activities included a learning symposium, recorded online educational modules, and a training program for referee mentors which was very well-attended. The funding extends into 2024 and will include design and production of communication materials on the referee pathway.
- Supported high performance coach development through the selection and support of Team BC coaches. Activities included mentorship with Coach+, a Coach+ webinar for TBC zone coaches, and attendance of Canada Cup coaches at Volleyball Canada webinars
- Implementation of Year 1 of the High Performance Plan focused on the restructure of the 16U and 18U programs and new selection processes, including the delivery of super-regional camps in BC.
- Establishment of the HP Advisory Group was delayed due to the departure of the Technical Director mid-year. However, we are in the process of finalising the Terms of Reference with a view to recruiting and establishing the group in 2024.

## GOAL 3 – TO EXPAND OUR REACH

- Launched the new Diversity, Equity, and Inclusion Strategy to our members in January. The plan is a culmination of consultation and research with the volleyball community outlines our commitment to creating inclusive volleyball experiences.
- Secured viaSport funding to pilot a new online female mentorship program for referees and coaches in winter 2023 with over 20 women attending. Feedback was overwhelming positive and we are delivering a second program for the 2024 season.
- Reviewed and revised the majority of the Terms of References for VBC Board and Committees to integrate a recruitment and selection process that encourages diversity of representation. The remaining Terms of References will be addressed in 2024.



## GOAL 4 – TO SUPPORT OUR COMMUNITY



- Member Engagement and Communication Action Plan developed and tracked throughout the year.
  - Conducted the third Annual Member Survey in June, receiving over 750 responses from players, parents, coaches, referees, and club directors. Analysis of the survey responses took place with results informing the VBC staff planning session in September. Plans have been developed to address the priority issues identified in the survey results in 2024.
  - Initiated review and benchmarking against best practice in sport governance to ensure we are meeting the highest standards.
  - Standardised surveys developed and delivered across programs, events, and activities. Results collated and tracked to provide customer service into delivery of services.
  - First draft of re-design complete for volleyballbc.org. Work was delayed on this project due to staff capacity but is now resumed for completion in 2024.
  - Established a new Adult Recreational Volleyball Committee to integrate feedback and input from participants in our programs.
- Staff and contractor training undertaken in customer service, time management, and other key service delivery areas.

## GOAL 5 – TO CREATE AN ENGAGED AND INCLUSIVE ENVIRONMENT

- Appointed a new Head of Operations to oversee human resources and support staff and contractors.
- Significant organisational focus and resources focused on screening and safe sport training of staff and contractors.
- Worked to bring VBC values to life through expected behaviours of staff, volunteers, and contractors.
- Review of key business operations to identify areas of efficiency and support for staff.
- Training and professional development provided in time management, leadership, safe sport, and first aid



## ROOF REPLACEMENT AT HARRY JEROME SPORT CENTRE

The beginning of 2023 marked the start of a major capital project at the Harry Jerome Sport Centre. From January to March, we closed our facility in order to replace the roof. This was a much-needed project as the existing inflatable roof was well beyond its anticipated lifespan. The project was funded by a federal grant from PacifiCan, Volleyball BC's capital reserves, and a contribution by the City of Burnaby.

The facility was closed until March 31 which meant that we had to relocate tournaments, programs, and leagues elsewhere for the first quarter of the year.

We were very thankful that we were able to conclude the project on time and on budget so that we could reopen to the public in April.



## PROVINCIAL ACCREDITATION

In 2023 Volleyball BC went through a comprehensive organisational review by viaSport BC, the government funding agency for sport.

On behalf of the provincial government, viaSport BC has established minimum quality standards for funded organisation and the 2023 organisational review was designed to assess Volleyball BC's practices against these standards. Their designation program has three categories that set minimum standards for each level based on the size and reach of the sport. Standards include upholding the BC Societies Act as a non-profit entity, achieving specific targets for sport participation and inclusivity, ensuring Board and operational policies and practices are in place, and implementing development programs for coaches, officials and high performance athletes.

As a result of the review, Volleyball BC has been awarded "Accredited" status which is the highest category of accreditation and recognition. This means that we benchmark extremely highly against our provincial counterparts in other sports. We are very proud to receive this designation and to continue to hold ourselves to the highest account.





## SPONSORS AND PARTNERS



## BOARD OF DIRECTORS

**President:** Doramy Ehling  
**Vice-President:** Ryan Gandy  
**Treasurer/Secretary:** Nicole Clendinning  
**Athletes Representative:** Jamie Hatch  
**Members at Large:** Adam Woelders

**Member at Large:** Jake Cabott  
**Member at Large:** Norm Hanson  
**Member at Large:** Keeva Kehler  
**Member at Large:** Rosie Schlagintweit

## STAFF

**Chief Executive Officer:** Emma Gibbons  
**Head of Programs and Pathways:** Adrian Goodmurphy  
**Head of Operations:** Nicole Robb  
**Technical Director:** Jay Tremonti / Alex Pappas  
**Manager of Strategic Initiatives and Events:** Lesley Rowe  
**Events and Partnerships Manager:** Kristyna Loudova  
**Facilities Manager:** Derek Stevens / Peter Couch  
**Office Administrator:** Lorraine Wong  
**Communications Manager:** Kevin Berar/ Olivia Patrick

**Adult Programs Manager:** Kiruthika Rathanaswami / Mackenzie Coyle  
**Regional Manager, Okanagan:** Fraser McIntosh  
**Regional Manager, Fraser Valley:** Ben Robinson  
**Regional Manager, Vancouver Island:** David Caughran  
**Regional Manager, Kootenays and North:** Jackie Desilets  
**Coach Development Manager:** Ryan Adams  
**Referee Development Manager:** Glenn Wheatley  
**Recreational Program Coordinator:** Visar Alimehaj